

SAFETY & HEALTH Question & Answer

SITUATION	QUESTION	ANSWER
An employee reported to their supervisor that they fell on a wet floor and injured their ankle.	Where should the supervisor refer the employee for medical care?	If an emergency, the Emergency Room. If the injury is not an emergency, the employee should be referred to a provider on the CompCare Network list.
	What forms must be completed and where are the forms sent for processing.	The employee and supervisor jointly complete a NCIC Form 19 and the supervisor must complete a Supervisor Investigation report. Both forms must be sent to the workers' compensation representative within 24 hours of the incident.
	When must the forms be completed?	When there is a treatable injury which requires medical attention from an outside vendor.
A part-time employee reports to his supervisor that he has injured his hand as a result of dropping a box on it.	Are part-time employees covered under the Workers' Compensation Act?	Yes, all full-time, part-time and persons appointed to serve on a per diem or fee basis are eligible to receive benefits. In certain situations, interns and volunteers may be covered.

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A teacher is assaulted by a combative student in her classroom. The teacher is placed out of work due to her injuries.	What benefits will the teacher receive while out of work?	In addition to all the medical benefits afforded under the Workers' Compensation Act, the teacher is also eligible for benefits under NCGS 115-338. This benefit allows the teacher to receive full salary continuation for up to one year from the date of the incident.
	Is the teacher required to use a seven-day waiting period before benefits begin?	No, benefits begin the first day of disability. Under the Workers' Compensation Act, there is a seven-day waiting period for temporary total disability payments.
An employee has been injured at work and the third party administrator (TPA) has denied payment of benefits because, in their opinion, the case is not compensable.	What, if any, recourse does the employee have?	If the workers' compensation representative agrees with the employee, the representative will assist the employee to appeal the decision through the TPA and/or the Office of State Personnel. If the representative agrees with the TPA, the employee can appeal directly to the North Carolina Industrial Commission.
An employee has been injured in a compensable accident and will be out of work for several weeks.	When does the employee need to be taken off the payroll and placed on workers' compensation benefits?	The employee must use their own sick/vacation leave or go on leave without pay for the first seven calendar days after the initial date of the injury. Workers' compensation (temporary total disability) begins on the eighth day.

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An employee is walking on Dix Campus during her break; she trips on the sidewalk and sprains her ankle.	Is she covered on workers' compensation?	Technically, no. This is the employee's own time and free time is not covered.
An employee is heading out of the building at lunch and trips on the stairs, breaking his arm.	Is he covered on workers' compensation?	Workers' compensation allows time to go to vehicle from building & vice/versa.
An employee is driving his personal car on a work-related trip. He has an accident, and is hospitalized.	Is he covered on workers' compensation?	Yes.